
Joan Johnson



Director, Software Engineering Naval Air Systems Command

Ms. Joan Johnson currently serves as the Director of Software Engineering for the Naval Air Systems Command (NAVAIR) located in China Lake, Calif. Ms. Johnson manages over 500 civilian professionals at multiple NAVAIR sites, providing technical direction and leadership required to acquire, develop, and integrate the embedded software for Navy and Marine Corps aircraft, weapons, and associated support systems. Additionally, Ms. Johnson has been appointed Air Operations (NAVAIR) Mission Area Chief Engineer by ASN (RDA) CHSENG and serves as the NAVAIR Competency lead for developing capabilities, identifying opportunities, and leading action to integrate systems-of-systems into unique warfighting capabilities.

Ms. Johnson entered the Senior Executive Service in August 2008. With over 25 years of experience in both the private sector and as a civilian with the Department of Defense, Ms. Johnson began her career in industry as an associate member of the systems engineering staff developing algorithms for an Electronic Warfare advanced systems project. Ms. Johnson continued to work as both a software engineer and a systems engineer in industry, developing and integrating real-time embedded software and systems solutions for airborne avionics and Electronic Warfare systems.

While in industry, Ms. Johnson was promoted to Engineering Program Manager responsible for cost, schedule and technical performance of all engineering efforts specific to assigned programs. Her last position in industry was as a Software Engineering Department manager for teams developing Electronic Warfare suites for the United States Navy, United States Army, and United States Air Force.

Ms. Johnson was hired into the government in February 2000, at the Naval Air Warfare Center, Weapons Division, China Lake, Calif. As a member of the Systems Engineering Department staff, Ms. Johnson led independent assessments of NAVAIR acquisition programs focused on cost, schedule, and technical performance and the application of best practices for the acquisition, development and sustainment of software intensive systems.

In September 2001, Ms. Johnson was promoted to the position of Weapon System Support Activity Lead for the AH-1 Super Cobra attack helicopter program. In that capacity, Ms. Johnson was responsible for timely and effective execution of full lifecycle support for the AH-1 Super

Cobra mission systems and weapon systems. Additionally, Ms. Johnson developed and maintained a technical and business strategy for the AH-1 product team aligned to Navy and NAVAIR near-term and long-term objectives.

In December 2003, Ms. Johnson was selected as the Head of the Systems Engineering Management Division, providing supervision and leadership to product team leads, chief engineers, and senior engineers supporting acquisition, development, and sustainment of mission systems and weapon systems capabilities integrated onto Navy tactical aircraft. As a member of the NAVAIR Systems Engineering department leadership, Ms. Johnson was accountable to the Systems Engineering department, the Naval Air Warfare Center, and NAVAIR for staffing, employee development, strategic planning, and workforce shaping.

Ms. Johnson earned her bachelor's of science in chemical engineering from the University of Virginia in Charlottesville, Va. Ms. Johnson was a recipient of the Naval Air Warfare Center Weapons Division Michelson Laboratory Award in 2007 for significant contributions to Naval and Marine Aviation. She has been a member of the Acquisition Professional Community since 2002.